

Date: 20160923

File: 485-SC-60

Citation: 2016 PSLREB 94

*Parliamentary Employment
and Staff Relations Act*



Before the Chairperson of the
Public Service Labour Relations
and Employment Board

IN THE MATTER OF
THE *PARLIAMENTARY EMPLOYMENT AND STAFF RELATIONS ACT*
and a dispute affecting
the Public Service Alliance of Canada, as bargaining agent,
and the Senate of Canada, as employer,
in respect of the Operational Group, except for employees in the Protective Services
Sub-group bargaining unit

Indexed as
Public Service Alliance of Canada v. Senate of Canada

To: John Jaworski, Kathryn Butler Malette and Joe Herbert, deemed to form the
Public Service Labour Relations and Employment Board

Before: Catherine Ebbs, Chairperson of the Public Service Labour Relations and
Employment Board

For the Bargaining Agent: Larry Rousseau and Morgan Gay

For the Employer: Carole Piette

Issued on the basis of written submissions,
dated April 7, 22 and April 28, 2016.

TERMS OF REFERENCE

[1] By letter of April 7, 2016, the Public Service Alliance of Canada (“the bargaining agent”) requested arbitration pursuant to section 50 of the *Parliamentary Employment and Staff Relations Act* (the “Act”) in respect of the Operational Group, except for employees in the Protective Services Sub-group bargaining unit. Along with its request, the bargaining agent provided a list of the terms and conditions of employment it wished to refer to arbitration. Those terms and conditions of employment and supporting material are attached as schedule 1.

[2] By letter of April 22, 2016, the Senate of Canada (“the employer”) provided its position on the terms and conditions of employment that the bargaining agent wished to refer to arbitration. The employer also provided a list of additional terms and conditions of employment it wished to refer to arbitration. That letter and supporting material are attached as schedule 2.

[3] By letter of April 28, 2016, the bargaining agent provided its position on the additional terms and conditions of employment the employer wished to refer to arbitration. With respect to the objection raised by the employer, the bargaining agent asserted that “the Union’s position concerning all matters outstanding between the parties with the exception of those referred to in the Union’s arbitration request is status quo.” That letter is attached as schedule 3.

[4] Accordingly, pursuant to section 52 of the *Act*, the matters in dispute on which the Public Service Labour Relations and Employment Board shall make an arbitral award are those set out in schedules 1 to 3 inclusive, which are attached to this decision.

September 23, 2016.

**Catherine Ebbs,
Chairperson of the Public Service Labour
Relations and Employment Board**